PROVINCE OF SASKATCHEWAN

09-10

MINISTRY OF ADVANCED
EDUCATION, EMPLOYMENT
AND LABOUR

MINISTRY PLAN FOR 2009-10

Statement from the Minister

Saskatchewan continues to be a place of opportunity. As the Minister of Advanced Education, Employment and Labour and Minister Responsible for Immigration, I am proud to support our Government's plan for Securing the Future.

Within these pages, I present the Ministry's Plan for 2009-10. In this Plan, we identify how Advanced Education, Employment and Labour will support Premier Wall's vision for a secure and prosperous Saskatchewan. This includes policy development and strategic investments that will help ensure Saskatchewan leads the country in economic and population growth, while ensuring that the benefits of growth are shared with the people of our province.

It also means we will develop strategies, foster partnerships and deliver programs to promote a competitive, safe, fair and balanced labour environment and to build and maintain the vibrant, skilled workforce our province requires to meet existing and future labour market demands. Most of all, our work aims to help encourage individuals and communities that are more cosmopolitan, diverse and dynamic.

To achieve these goals, Advanced Education, Employment and Labour (AEEL) will:

- support post-secondary education, skills training and employment opportunities for First Nations and Métis people in recognition of the important role they play in our province's future growth and prosperity;
- ensure that post-secondary education, skills training and development initiatives are defined by excellence, innovation, inclusiveness – for instance, affordability, accessibility, and equity – effectiveness, and responsiveness;
- help Saskatchewan's industries and employers to recruit and retain the skilled workers they need through saskjobs.ca; and,
- build on our existing success in attracting newcomers from around the world through a new and coordinated immigration strategy.

The 2009-10 Budget enables a number of important initiatives and delivers on our promises. I will report on this plan and my Mandate Letter commitments in the Ministry's annual report.

The Honourable Rob Norris
Minister of Advanced Education, Employment and Labour
Minister Responsible for Immigration

Mission Statement

The Ministry promotes provincial economic growth and prosperity through strategic leadership that encourages and supports the development of a diverse, highly skilled and productive workforce; attraction of new residents to the province; creation of fair, safe and supportive workplaces; a fair and balanced labour environment; and dynamic and integrated innovation. AEEL and its partners are committed to help all Saskatchewan residents achieve their desired educational and employment outcomes.

Response to Government Direction

Ministry Plans for 2009-10 align with Government's vision and goals and the key priorities for 2009-10, as presented in the Government Direction for 2009-10. The 2009-10 Plan communicates a high-level framework for the Ministry's activities over the coming year and reflects the Ministry's primary areas of focus. Together, all ministries support Government's three goals: working towards sustaining economic growth; ensuring Saskatchewan is a safe and secure place to live and raise a family; and fulfilling our commitments made during the election.

Strategies and Actions

Government Goal – Economic Growth

Sustain **Economic Growth** for the benefit of Saskatchewan people, ensuring the economy is ready for growth and positioning Saskatchewan to meet the challenges of economic and population growth and development.

Strategy	Key 2009-10 Actions
Ensure a skilled workforce to meet existing and future labour market demand	• Support JobStart/Future Skills to address worker shortages including: ~ Workbased Training (WBT) for the Unemployed for individuals who have the potential to be engaged in the labour force; and, ~ Institutional Quick Response, which trains workers so they have the skills to meet the demand of the labour market. • Continue to provide operational, administration and program delivery funding to the Regina and Saskatoon Trades and Skills Centres. • Maintain planned increase in apprenticeship training of $3.9 million from mid-year to increase apprenticeship training seats by approximately 1,100 and provide additional Apprenticeship Training Allowance to support apprentices. • Continue to work in partnership with the Ministry of Health and Saskatchewan's post-secondary institutions, investing $7.9 million in 2009-10 to continue training seat expansions announced last year for registered nurses (RNs), psychiatric nurses, medical diagnostic professionals and physicians. • Continue to deliver the Targeted Initiative for Older Workers to assist unemployed older workers to re-enter the workforce. • Deliver the Workplace Essential Skills Saskatchewan pilot to provide funding for industry and post-secondary partners to assist job seekers and existing employees in developing essential skills. • Continue to support adult learners with disabilities through: ~ the Employability Assistance for People with Disabilities Program, which helps increase employability skills; ~ the Student Employment Experience Program, which offers work experience for students with disabilities to help make the transition to work; and, ~ Canada/Saskatchewan Student Grant for the Accommodation of Students with Permanent Disabilities, which supports students with permanent disabilities who need exceptional education-related services or equipment with up to $10,000 in non-repayable assistance per loan year. • Work with regulatory bodies and other ministries to implement Chapter 7 of the Agreement on Internal Trade to work toward the goal of full labour mobility. • Pursue new partnerships with sector groups and employers for workforce recruitment initiatives and explore improvements and enhancement to saskjobs.ca. • Implement service integration arrangements within the Ministry to improve access to information and services for clients in smaller centres in the province. • Undertake a comprehensive consultation process to inform the development of a new policy framework to advance the status of women in Saskatchewan.

Increase education levels and labour market participation of First Nations and Métis people to meet existing and future labour market demand	• Develop a First Nations and Métis Involvement and Inclusion Strategy to improve education and employment outcomes of First Nations and Métis people. • Target existing funding of $5.9 million for Aboriginal workforce development to support employment initiatives developed by community-based organizations. • Provide on-going operating and programming funding for the Saskatchewan Indian Institute of Technologies (SIIT) and $2.0 million in 08/09 capital funding. • Continue to fund delivery of Adult Basic Education on-reserve through Saskatchewan regional colleges and SIIT. • Deliver nursing and health education opportunities through the Northern Nursing Education Program and the Northern Health Science Access Program. • Provide operating and program funding to the Gabriel Dumont Institute, Saskatchewan Urban Native Teacher Education Program and the Dumont Technical Institute. • Deliver education, arts and science learning opportunities to northerners through the Northern Teacher Education Program and the Northern Professional Access College. • Support increased access, participation and success of First Nations and Métis people in apprenticeship training and skills development. • Provide training and skills development opportunities for First Nations and Métis people in northern Saskatchewan in partnership with the federal government and the resource industry, under the four-year Northern Career Quest Partnership. • Pursue new and/or enhanced local partnerships with First Nations for employment services to enable the successful and equitable participation of First Nations and Métis people in Saskatchewan's economy.
Support increased attraction and retention of immigrants to Saskatchewan	• Implement a new immigration strategy to respond to the province's demographic and labour needs and attract economic investment. • Enhance the Saskatchewan Immigrant Nominee Program (SINP) Entrepreneur streams to provide more opportunities for investors and attract more investment and create more jobs in Saskatchewan. • Deliver the SINP to target 3,400 nominations, or potentially 9,600 new immigrants in 2009-10. • Introduce a new information database and online application processing capabilities to improve processing times and quality of applications received. • Implement a new settlement and integration delivery model to more effectively respond to increased immigration. • Establish an International Education Council for a more coordinated and concerted approach to international education in Saskatchewan. • Enhance the integrity of the immigration program to protect newcomers.

Ensure accessibility and affordability of post-secondary education	• Provide capital funding so the post-secondary system can increase the accessibility of educational opportunities*: ~ $25.1 million for continued facility maintenance, a 12 per cent increase over 2008-09; ~ $4.1 million to fund principal and interest costs on previously approved borrowing at the universities; ~ increase of $4.4 million for renovations to accommodate health care program expansion; ~ new funding of $5.4 million for renovations to Cumberland Regional College and to develop a centre for Literacy, Workplace Essential Skills and Adult Basic Education; and, ~ $4.0 million increase for Carlton Trail Regional College to relocate to the new high school in Humboldt. ~ $9.8 million in new funding for the Vaccine and Infectious Disease Organization's International Vaccine Centre (Intervac) on the University of Saskatchewan campus. *This funding is in addition to the $26.35 million in capital funding previously announced for Saskatchewan Institute of Applied Science and Technology (SIAST), St. Peter's College, Great Plains College and SIIT. Funding for SIAST includes $5 million for nursing program expansion at Wascana Parkway; $2.35 million for renovations to enable the delivery of additional carpenter and electrician apprenticeship training at Woodland Campus; and $500,000 for renovations for the delivery of plumber apprenticeship training at Wascana Campus. • Develop a vision and framework for Saskatchewan's post-secondary system. • Together with the Ministry of Health, support the development of a Northern Health Strategy and an Academic Health Sciences Strategy for southern Saskatchewan. • Develop and implement a nursing education strategy for Saskatchewan. • Provide $23.5 million to enable universities to limit tuition increases to an average of 3 per cent. • Expand and implement year two of the Graduate Retention Program by reimbursing up to $18.5 million in tuition costs to graduates who stay or come to the province. • Enhance student loan funding by $2.2 million to provide grants for low and middle income students in one-year programs and low income families with dependents aged 12-18, increase the provincial maximum weekly loan limit from $110 to $140 per week of study, and increase the Saskatchewan Student Bursary to maintain debt levels at $210 per week of study. These changes coordinate the Saskatchewan Student Loans Program with the Canada Student Loans Program. • Continue to administer the Canada-Saskatchewan Integrated Student Loans Program, which provides over $100 million annually to approximately 12,000 students in the form of federal and provincial loans, grants and bursaries. • Provide $0.4 million to implement the Repayment Assistance Plan (RAP), which will replace the current Interest Relief Program and the Debt Reduction in Repayment program. RAP will provide assistance to borrowers who are having trouble in repayment by allowing them to make affordable payments. • Administer scholarships to over 2,000 students, including the Centennial Merit Scholarship, Queen Elizabeth Scholarships and French language bursaries. • Implement the Saskatchewan Scholarship of Honour, which recognizes Saskatchewan men and women who have served on operations with the Canadian Forces and the families of those who have been severely injured or have made the ultimate sacrifice. • Provide $2.8M in new funding for the Provincial Training Allowance (PTA) to mirror increases for shelter costs and energy rates in income support programming and continue to administer the PTA to 5,000 students. • Provide $1.3 million from the federally funded Community Development Trust Fund to support Adult Basic Education and skills training opportunities. • Work with stakeholders to continue to enhance Recognizing Prior Learning (RPL).

Promote research and innovation	• Expand the Mathematics of Information Technology and Complex Systems (MITACS) program for graduate students and post-doctoral fellows to participate in applied research and development internships. Interns are matched with private and public sector organizations in 32 disciplines including physical, life and health sciences, engineering and arts. • Explore research opportunities outside the university segment of the post-secondary education sector. • Develop and implement an across-government research and innovation information management system to capture government expenditures in this area. • Support research and innovation activities through the Innovation and Science Fund, the Saskatchewan Health Research Foundation and operation grants to universities. • Coordinate government sponsored research and innovation activities with Enterprise Saskatchewan. • Collaborate with Enterprise Saskatchewan and Alberta Advanced Education and Technology in areas of mutual interest and priority.

Government Goal – Security

Secure Saskatchewan as a safe place to live and raise a family where people are confident in their future, ensuring the people of Saskatchewan benefit from the growing economy.

Strategy	Key 2009-10 Actions
Foster productive, safe and competitive workplaces	• Develop and implement labour legislation that effectively supports a safe, competitive, fair and balanced labour environment. • Determine the content and scope of a provincial minimum age for work regulation through a broad-based public consultative process. • Incorporate research findings from the Workplace Responsibility System (WRS) review to enhance the WRS. WRS provides a cooperative structure by which both employers and workers can actively participate to identify and control workplace hazards to eliminate injuries. • Continue Occupational Health and Safety compliance and best practice strategies to reduce injuries and increase productivity through proactive on-site inspections and the development of educational resources. • Increase awareness of farm safety. • Implement the WorkSafe Saskatchewan Memorandum of Understanding for occupational health and safety between the Ministry and the Workers' Compensation Board to initiate an integrated, provincial workplace injury prevention strategy. • Review the Workers' Compensation Board's services to Saskatchewan employers and employees.

Performance Measures

Measure	Baseline / Trend Line Information

Labour Force Attachment by Credential

Employment Rate (%) by Education Level, Population Aged 15 Years and Over, Saskatchewan, 2003 to 2008

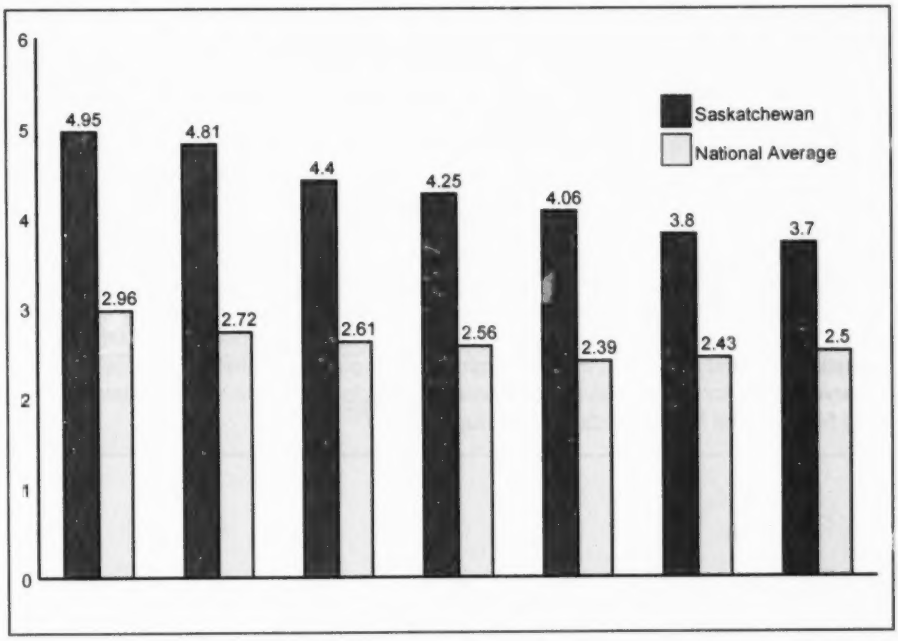
Education level	2003	2004	2005	2006	2007	2008
Total, all education levels	64.0	64.3	64.6	65.9	66.8	66.9
Less than high school	38.9	38.3	39.7	42.5	43.4	42.5
High school graduate	73.3	74.0	71.7	73.9	74.5	73.2
Some post-secondary	66.7	67.5	67.0	68.4	69.8	69.9
Post-secondary certificate or diploma	75.0	74.4	74.8	73.9	74.1	75.6
University degree	79.0	80.6	80.0	80.3	81.1	79.5

Source: Statistics Canada, Labour Force Survey

Significance of the Measure

Employment rates provide an indicator for the post-secondary sector's responsiveness in meeting the needs of employers and the economy. This measure reflects the critical importance of training and education to employment. Education has been established as a key factor in gaining employment and this relationship is becoming stronger over time in the knowledge economy.

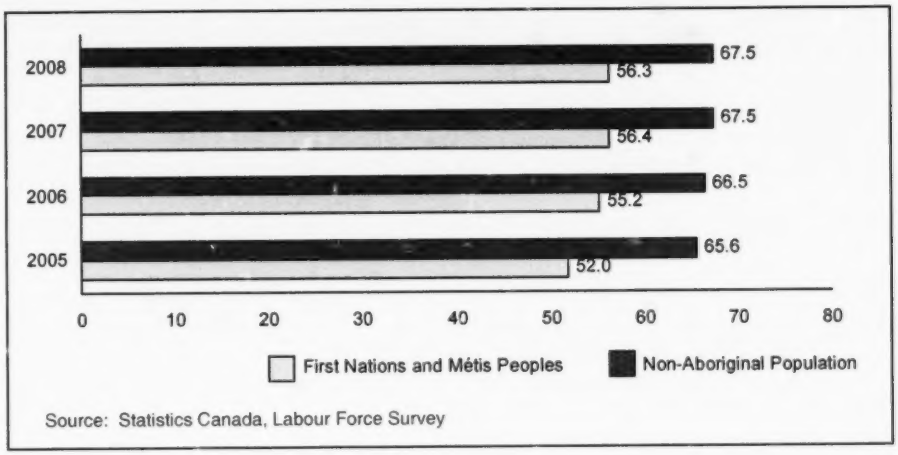
Work time-loss injury rate



Significance of the Measure

This measure provides an indicator of the safety of Saskatchewan workplaces in comparison to the average for the rest of Canada by measuring the number of lost-time injuries reported to, and accepted by, the Worker's Compensation Board per 100 full-time equivalent workers. A reduction in the number of lost-time claims will indicate fewer workers being injured or becoming ill on the job. While injury rates have improved over time, Saskatchewan's time-loss injury rate continues to be nearly twice that of the national average. Safe workplaces are a key contributor to productivity and competitiveness.

Performance Measures

Measure	Baseline / Trend Line Information
Employment rate of First Nations and Métis and non-First Nations and Métis populations aged 15 Years and Over	

Source: Statistics Canada, Labour Force Survey

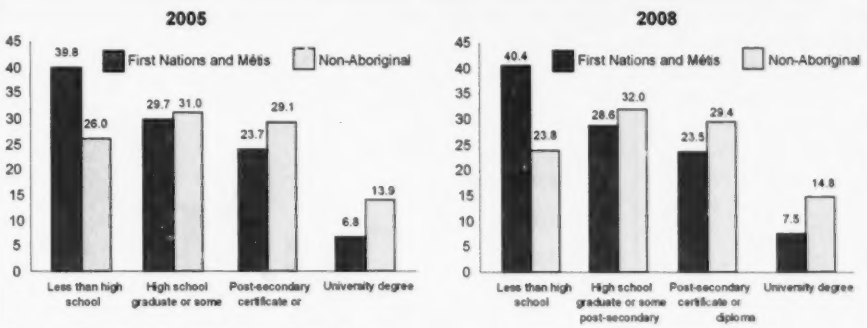
Significance of the Measure

This measure identifies the employment rates for First Nations and Métis and non-First Nations and Métis populations. An increasing overall First Nations and Métis employment rate is an indication that First Nations and Métis people are more active in Saskatchewan's economy. Yearly First Nations and Métis employment growth has trended upward since August 2008. Prior to this, employment for First Nations and Métis people had been trending downward.

Note

The Statistics Canada, Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations and Métis people only. The employment rate for the non-Aboriginal population is based on a larger sample size, and therefore has a higher degree of statistical reliability than that for First Nations/Métis people. Statistics Canada, Census 2006 includes the on-reserve population in calculating the Aboriginal employment rate. That measure can be found in the Ministry of First Nations and Métis Relation's Plan for 2009-10.

Performance Measures

Measure	Baseline / Trend Line Information
Educational attainment of First Nations and non-First Nations Populations	

Source: Statistics Canada Labour Force Survey

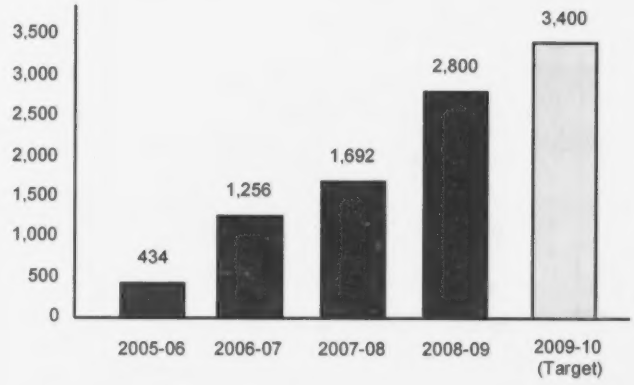
Significance of the Measure

The measure provides an overarching assessment of the educational attainment of the Province's First Nations and Métis and non-First Nations and Métis populations. It is one indicator of the post-secondary sector's contribution to increasing the knowledge and skills of individuals who are employed or seeking employment. There is an increasing demand for post-secondary education within the provincial labour market.

Note

The Statistics Canada, Labour Force Survey is the most reliable source of annual Aboriginal labour force characteristics, but includes information for off-reserve First Nations and Métis people only. The educational attainment for the non-Aboriginal population is based on a larger sample size, and therefore has a higher degree of statistical reliability than that for First Nations/Métis people. Statistics Canada, Census 2006 includes the on-reserve population in calculating Aboriginal educational attainment. That measure can be found in the Ministry of First Nations and Métis Relation's Plan for 2009-10.

Performance Measures

Measure	Baseline / Trend Line Information
Number of Saskatchewan Immigrant Nominee Program Nominees	

Significance of the Measure

The measure provides an indication of the level of activity in the Saskatchewan Immigrant Nominee Program (SINP). The SINP serves to attract skilled workers, entrepreneurs and their families by linking them with employment and economic development opportunities.

Financial Statement

Highlights of Appropriation and Expense 2009-10

2009-10 Estimates	(in thousands of dollars)
Central Management and Services	25,508
Student Support Programs	61,439
Post-Secondary Education	625,082
Immigration	12,604
Training Programs	40,574
Career and Employment Services	41,663
Graduate Retention Program	18,500
Worker's Advocate	654
Occupational Health and Safety	7,481
Labour Relations Board	1,001
Labour Relations and Mediation	695
Labour Standards	2,478
Status of Women Office	432
Capital Acquisitions	2,000
Ministry Appropriation	**840,111**
Capital Asset Acquisitions	(2,000)
Capital Asset Amortization	1,909
Ministry Expense	**840,020**
Total Appropriation	**840,111**
FTE Staff Complement	**612.2**

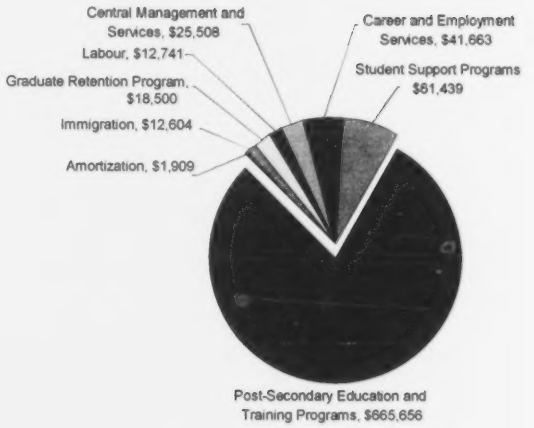
For more information, see the Budget Estimates at http://www.finance.gov.sk.ca/budget/2009-10

BUDGET HIGHLIGHTS

The following are key announcements being made in the 2009-10 Budget:

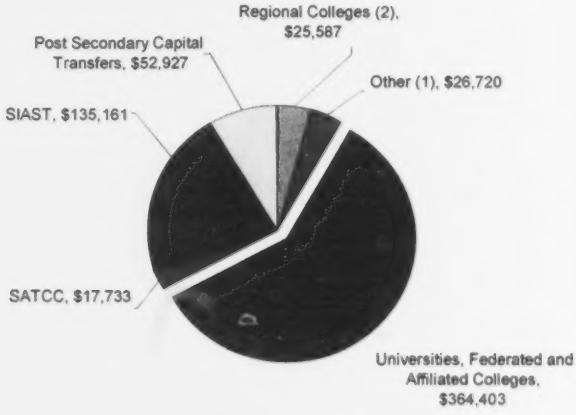
- An investment of $23.5 million to enable universities to limit tuition increases to an average of three per cent.
- Reimbursement of up to $18.5 million in tuition costs to graduates who stay or come to the province through the newly expanded Graduate Retention Program.
- $2.2 million for enhancements to student loans to provide grants for low and middle income students in one-year programs, and low income families with dependents aged 12-18, increase the provincial maximum weekly loan limit to $140 per week of study, and increase the Saskatchewan Student Bursary to maintain debt levels at $210 per week of study.
- $0.4 million to implement the Repayment Assistance Plan (RAP), replacing the current Interest Relief Program and the Debt Reduction in Repayment program, to assist borrowers having trouble with repayment by allowing them to make affordable payments.
- Working in partnership with the Ministry of Health and Saskatchewan's post-secondary institutions, provide $7.9 million to continue training seat expansions announced last year: $2.2 million for registered nurses; $.652 for psychiatric nursing expansion; $.081 million for medical diagnostics; and $5 million for undergraduate medical and post-graduate residency.
- $1.3 million from the federally funded Community Development Trust Fund to support Adult Basic Education and skills training opportunities.
- $3.5 million to maintain 2008-09 mid-year increase in apprenticeship training seats of approximately 1,100.
- Provision of $2.8 million in new funding for the Provincial Training Allowance to mirror increases in shelter costs and energy rates in income support programming.
- Implementation of the Saskatchewan Scholarship of Honour, which recognizes Saskatchewan men and women who have served in the Canadian Forces and the families of those who have made the ultimate sacrifice.
- Expansion of the Mathematics of Information Technology and Complex Systems (MITACS) program for graduate students and post-doctoral fellows to participate in applied research and development internships.
- Development of a First Nations and Métis Involvement and Inclusion Strategy to improve education and employment outcomes of First Nations and Métis people.
- Targeting existing funding of $5.9 million for aboriginal workforce development to increase workforce participation of First Nations and Métis individuals through employment initiatives developed by community based organizations.
- A new immigration strategy to respond to the province's demographic and labour needs including an additional $2.0 million to focus on immigrant entrepreneurship to provide more opportunities to attract investors to Saskatchewan, and a target of 3,400 nominations, or potentially 9,600 new immigrants through the Saskatchewan Immigrant Nominee Program.
- Increase awareness of farm safety and implement the WorkSafe Saskatchewan Memorandum of Understanding for occupational health and safety between the Ministry and the Workers' Compensation Board.
- Improve access to services and information for clients through service integration within the Ministry.
- Pursue new partnerships with sector groups and employers for workforce recruitment initiatives and make improvements to saskjobs.ca
- Capital Projects*:
  - ~ $25.1 million for continued facility maintenance, a 12 per cent increase over 2008-09;
  - ~ $4.1 million to fund principal and interest costs on previously approved borrowing at the universities;
  - ~ A funding increase of $4.4 million for renovations to accommodate health care program expansion;
  - ~ New funding of $5.4 million for renovations at Cumberland Regional College and to develop a centre for literacy, Workplace Essential Skills and Adult Basic Education; and
  - ~ $4.0 million increase for Carlton Trail Regional College to relocate to the new high school in Humboldt.
  - ~ $9.8 million in new funding for the Vaccine and Infectious Disease Organization's International Vaccine Centre (Intervac) on the University of Saskatchewan campus.
  - ~ This funding is in addition to the $26.35 million in capital funding previously announced for Saskatchewan Institute of Applied Science and Technology (SIAST, St. Peter's College, Great Plains College and the Saskatchewan Indian Institute of Technologies (SIIT).

AEEL Budget Total: $840 million



($) thousands

Post-Secondary Funding by Institution Total: $623 million



($) thousands

(1) SIIT ($3,225), French Language Institute ($1,455), Interprovincial Agreements ($1,512), Innovation and Science Fund ($11,510), Technology Enhanced Learning ($5,518), Science and Technology Research ($3,500)
(2) Regional Colleges receiving 6.2% in new funding. (3) Saskatchewan Apprenticeship and Trade Certification Commission

For More Information

Please visit the Ministry's website at www.aeel.gov.sk.ca, or call 306-787-9478 for more information on the Ministry's programs and services.